

Librarians' Advocate

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO



For a Good Contract

NOW Is the Time To Join the Union

Only a strong, democratic union can gain a solid, professional contract for librarians. And the key to that strength is the size of the union--the percentage of bargaining unit members who are also union members.

Be sure that the UC administration will watch the size of the University Federation of Librarians. For they know that union-librarian negotiators' ability to get a good contract will be directly proportional to the number of librarians who have joined and support the union.

Since we will be at the bargaining table in just a few short months, now is the critical time to join the UFL.

The University Federation of Librarians is your union--it will negotiate a contract which will influence your professional life long into the future. Take part in the sweeping decisions which are being made right now as the union hones librarians' needs into specific clauses of a bargaining proposal to take to the table in November.

UCLA Membership Jumps Five-fold

In the months since the election, union librarians at UCLA have developed a new structure to reach out to campus librarians and have brought about a five-fold jump in union membership. The following report by librarian Mary Carter explains what happened at UCLA.

Anyone who believes that the work was done and the end achieved once his or her ballot was returned to PERB with a mark beside the "AFT", please read on!

When the election results were first announced, no one at UCLA was sure about the next steps, but it soon became apparent that many campus librarians shared a highly pragmatic view: the union is here, let's pitch in, take charge, and have it reflect our professional concerns. Since we now had a union, we must make it work for us.

A few of us went to the union's meeting for southern UC campuses held in Los Angeles, July 23. After introductions and many questions, we discuss-

'Although UCLA's library administration is excellent, the handwriting is on the wall from UC administration and state government. I'd beel better with a contract and grievance procedure in place.'



--Mary Carter



I joined the AFT in order to take an active role in the collective bargaining process.'

--Norma Corral

ed a draft of bargaining proposals which was the result of earlier questionnaires. We left late that afternoon with a better view of common priorities. We also took with us a sense of the urgent necessity for creating a local organizational structure.

Those from UCLA who attended that first meeting, organized three campus general meetings during August. This involved much preliminary work. We had to obtain a current list of librarians, ascertain who was in the unit, work out a distribution list and a distribution system and reserve rooms. With the help of the UC-AFT representative, Sheryl Pettitt, we made up agendas and flyers. Information on how to join the union was printed on the flyers and announced at each meeting.

So far only a few people were involved, but this changed with our first local meeting August 11. It was held after work on an extremely hot day, so the

'I joined the AFT to have the opportunity for a voice in decisions that will affect my future--professionally and monetarily.'

--Miki Goral



turnout of some 40 people was very encouraging. We decided to formulate a full slate of proposals, and volunteers were solicited to act as contact persons for smaller groups. Within a couple of days each volunteer had received a list of persons to contact and the latter were then canvassed to learn if they were interested in participating and, if so, invited to join in a small group discussion. These groups were provided with copies of the revised, second draft of bargaining proposals for discussion.

On August 23, after all groups had met, a second general meeting was held to go over the proposal by broad category (salaries, research, transfer policies, etc.) to obtain a better sense of which issues were of top priority at UCLA. The contact people later discussed more specific reactions from their groups and suggested alternate wording for certain proposals. At a third general meeting we

Campus Contacts

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Berkeley: Phil Hoehn (Map Room), Charles Shain (Environmental Design), Betty Todd (Bancroft)	Riverside: Barbara Robinson (Acquisitions)
Davis: Peter Vigil (Health Sciences Library)	San Diego: Tom Dublin (History Department)
Irvine: Sylvester Klinicke (Special Collections)	San Francisco: Justine Roberts (Library)
Los Angeles: Joyce Toscan (Public Affairs Services)	Santa Barbara: Laura Nanna (Order Department), Sally Wilson Welmer (Reference Department)
Santa Cruz: Frank Ramirez (Stevenson College)	

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nominated and then elected a bargaining committee (BC) representative, Joyce Toscan, and an alternate by majority vote of the union members within the unit. A temporary chair, Mary Carter, was also elected to facilitate coordination among the groups, their contact people and the BC rep. Norma Corral was appointed membership coordinator.

Now we have an excellent network in place and it can respond quickly to requests from the BC rep



In mid-September, librarians met in the north and south to discuss UFL bargaining proposals. In early October, these proposal will be presented to all librarians at statewide campus meetings to gain further refinement in preparation for negotiations. Shown above are UFL Bargaining Committee members who attended the southern meeting: from left, Sylvester Klinicke (Irvine); Sally Welmer (Santa Barbara); Barbara Robinson (Riverside); and Joyce Toscan (Los Angeles).

for views on specific issues and policies. The contact groups will continue to meet, and all interested librarians within the unit usually will be invited to attend--whether or not they are members.

Currently UCLA membership has increased to 48 and is still growing, as it must as we begin bargaining. In the meantime, librarians--members and non-members alike--all have professional interests and concerns in common and our similar and different needs must be explored as we prepare a contract proposal. But union membership is becoming paramount as we head for the bargaining table in November.

So far, the commitment and support for what we are trying to accomplish has been great, and we are certain to build on from here.

UNIVERSITY COUNCIL American Federation of Teachers The Union For Faculty, Academic And Professional Employees MEMBERSHIP APPLICATION

I wish to join the University Council-AFT, and authorize it to represent me in my employment relationship with the University of California in order to promote my economic and general welfare

Name (Please print) _____
Campus _____ Dept _____
Title _____
Mailing Address _____
City _____ Zip _____
Campus Phone _____ Home Phone _____
Signature _____ Date _____

You can either have your dues deducted automatically from your paycheck on a monthly basis or we will send a bill to your home address each quarter and you mail in your dues. Check which you prefer.

☐ a monthly payroll deduction (we will send you the UC payroll form to sign)
☐ a quarterly bill (provide your home address)

UC-AFT monthly dues are 1/4 of 1 percent on monthly gross salary; minimum dues are \$4 per month.

P.S. Union Dues are tax deductible.

Please return this form to

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